MBA - I (Sem. - II) (New Regular) Examination, 2013
HUMAN RESOURCE MANAGEMENT (Paper - XI)
Sub. Code : 48330

Day and Date : Wednesday, 22 - 5 - 2013   **Total Marks : 70**

Time : 10.00 a.m. to 1.00 p.m.

Instructions : 1) Q.No. 1 and 5 Compulsory.

2) Attempt any Two questions from Q.No. 2 to 4.

3) Figures to the right indicate full marks.

Q1) Read the case and give answers to the questions given below it.   **[20]**

Mohan manufacturing company is a foundry where the work is not dirty and heavy. According to job evaluation plan "Physical ability" and "Working conditions" are weighted relatively lower than "responsibility", "training" and "Skill". Therefore most of the foundry jobs are rated at the bottom of the wage scale.

In recent years it has increasingly become difficult to get workers for the foundaries. Management is compelled to take the workers who are not getting the jobs elsewhere. This has further lowered the social status of the foundary. The whole matter has now reached a crisis. There are now 17 vacancies in the foundary. It has become very difficult to get new workers at the evaluated rate.

Questions :-

a) How should this problem be solved?

b) What will be reactions of other departments to the increase in the wages of foundary workers only?

c) Give suitable title to the case.

Q2) a) Define HRM and explain its objectives, scope and significance.   **[8]**

b) Discuss the challenges of HRM with respect to level of education and changing employee composition.   **[7]**

P.T.O.

Q3) a) Explain the functions of HRM. [8]

b) Discuss the qualifications and qualities of HR manager. [7]

Q4) a) What is meant by line and staff aspects of HRM? [8]

b) Explain ethics in HR functions. [7]

Q5) Write short notes (any four) [4 × 5 = 20]

a) Evolving approaches of HRM.

b) Challenge of Govt. regulation.

c) Compensation

d) Separation

e) Career in HR

f) Integration

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